

**School Uniform Policy**

**Elthorne Park High School**

Adoption – February 2022

Review frequency - three yearly

Next review – February 2025

Status – Non-statutory

Committee – Curriculum

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**Summary**

This policy outlines the school’s uniform policy taking into account statutory and non statutory guidance from the Department for Education. (November 2021)

1. **Principles**

**The Importance of School Uniform**

The school’s mission statement is ‘Achieving excellence in a learning community.’

At Elthorne Park High school we believe that school uniform is important as it establishes a common identity for students in the school, overriding social and cultural differences which would otherwise separate them.

One of our key values is being ‘prepared’ for education and we firmly believe that wearing school uniform each day helps students to prepare for and engage with our curriculum each day.

We believe that school uniform plays and important role in

* Promoting the ethos of the school
* Providing a sense of belonging and identity - building a positive team spirit
* Setting an appropriate tone for education.
* Promoting high aspirations, including high standards of achievement and behaviour.
* Accessing the curriculum as it is practical, safe and comfortable; suitable for our students to wear when accessing the curriculum.
* It promotes clear student identification and safety at school.

We are committed to ensure that our uniform is inclusive at all levels – socially, culturally and religiously.Our school uniform creates a common identity amongst all pupils, regardless of background, and acts as a social leveller. It also helps to reduce anxiety, bullying and peer pressure that may arise from having to decide what to wear each day and compete for the latest fashions.

We regularly review our school uniform to ensure that it is cost effective and value for money. We also want to ensure that our uniform is durable and sourced from environmentally sound suppliers.

**Considerations When Developing our School Uniform**

When developing our school uniform the following were considered:

* cost of uniform ensuring it is affordable and value for money
* how our uniform can create a shared identity and common sense of purpose
* practically for classroom lessons or for sport
* obligations under the Equality Act 2010
* safeguarding and health and safety considerations
* the wishes of parents and pupils.
1. **School Uniform Costs**

The governing body regularly reviews our school uniform, to ensure that it is affordable and value for money.

We have tried to keep costs to a minimum by:

* Limiting the number of compulsory branded items
* Ensuring that our uniform supplier provides uniform items that are value for money and of decent quality and durability.
* Regular review of our suppliers, retendering at least every 5 years.
* Engaging students and parents to get their views on our school uniform.
* Compliance with DfE guidance on school uniform - November 2021 - compliance required by summer 2023.
* Avoiding frequent changes to our school uniform and demonstrating how any change made is value for money.
* Optional branded items will be kept to a minimum

**Overall costs of our school uniform**

The maximum cost (smaller sizes may be cheaper) of key compulsory items of uniform sold at our school uniform shop.

**Compulsory School Uniform Items**

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| **Uniform Item** | **Cost** |
| Jumper with logo | £27 |
| Shirt with logo | £11 |

**Compulsory PE Uniform Items** prices tbc following uniform sourcing 2022

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| **Uniform Item** | **Cost** |
| PE ‘T’ shirt  | £8.25 |
| Shorts | £7 |
| Socks - knee length burgundy | £5.50 |

1. **Second Hand School Uniform**

We encourage students and parents to donate unwanted school uniform items to our school uniform shop. These can be purchased at a reasonable price from our school uniform shop.

1. **Financial Support for School Uniform**

Requests for financial support for items of school uniform will be considered by the school on a case by case basis, for pupil premium students. Should you require support please discuss in the first instance with your child’s Year Leader.

1. **School Uniform shop & Opening times**

The school uniform shop is situated in the main car park. The school shop opening times are on Saturdays between 11.00 and 12.00am.

There are some additional opening times throughout the year - these additional dates and times are shared with parents through the school newsletter and school website.

1. **School uniform orders, delivery and collection**

Please note that school uniforms cannot be purchased directly from the uniform shop in the car park. Uniforms must be pre-ordered by parents and then collected. Link to parentpay uniform order page: <https://app.parentpay.com/ParentPayShop/Uniform/Default.aspx?shopid=9>

Items of school uniform can be purchased using the online school uniform shop order system which can be accessed through the parent section of the school website.

If orders are placed by Wednesday each week, these items can be collected from the school uniform shop on Saturday. Any orders placed on Thursday onwards will need to be collected the following Saturday.

If you have any school uniform purchase queries, please use the following communication channels:

* Email the school uniform@ephs.ealing.sch.uk
* Call school’s finance office on 020 8566 1166 option 4
1. **School Uniform**

All students are required to wear the following items of school uniform throughout the school day and when travelling to and from school.

The following tables outline school requirements for students at Key Stages 3 and 4. Students attending our sixth form have a different school uniform policy.

* ***All items marked with an asterisk\* can be purchased from the school uniform shop.***
* ***Unless listed as an optional item, all uniform items are compulsory.***
* ***Older items of uniform such as the old EPHS burgundy sweatshirt can no longer be worn to school.***

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| **Uniform Item** | **Description** | **Guidance Note** |
| **Jumper\*** | Burgundy jumper with EPHS logo stitched into jumper.  | Must be school issued uniform item with EPHS logo. |
| **Shirt\*** | White shirt with EPHS logo stitched into the collar.  | Must be school issued uniform item with EPHS logo. |
| **Trousers** | Plain black tailored uniform style trousers only. | Jean style, corduroys, lycra or casual trousers with side pockets or rivets are not permitted.  |
| **Skirt** | Plain black school uniform style skirt. Skirts should be knee length (on the knee) with no frills. | Jean style or corduroy skirts are not permitted. |
| **Shorts** | Plain black tailored uniform style shorts only (knee length). These may be worn in the summer term. | Sports shorts are not permitted. *This is an optional item of uniform.* |
| **Socks or tights** | Tights must be plain black or neutral in colour without patterns. Plain white or black socks only. | Students are not permitted to wear tights and socks together. |
| **Shoes** | Black, polishable shoes or ankle-high boots only.Please ensure that shoes have black laces. | Trainers,cross trainers, boots (apart from ankle length boots), high heels, platform shoes or open shoes are not permitted. |
| **Outdoor coat/jacket****Reversible fleece coat\*** | Coats must be waterproof, dark in colour and without logos. (unless an EPHS logo)A reversible waterproof school fleece coat with EPHS logo can be purchased through the school uniform shop. | Coats must not be used as a substitute for the school jumper.Students must bring a warm and waterproof coat to school during poor weather.*This is an optional item of uniform.*Cotton hooded tops are not permitted in school. |
| **School bag** | Bags can be any colour (black preferred) and must be a minimum of A3 in size to provide sufficient space to protect books and equipment. Bags must be waterproof. | Cloth, string or small hand held hand bag style or shoulder strapped handbags are not permitted. Small logos are permitted on bags but graffiti or inappropriate logos are not permitted. |
| **Hats,****& headwear.****Head****coverings** | Hats must only be worn in winter during cold weather and only at break and lunch times.Head coverings such as turbans or hijabs (should not obscure the student’s face) are an acceptable part of school uniform. They must be worn in one of the following school colours: white, black, burgundy or gold. | Hats or hoods must not be worn in school buildings or when walking between lessons. Baseball caps are not permitted. |
| **Student ID cards and lanyards** | Identification cards and lanyards are an essential item of school uniform that help staff to identify & keep students safe. These must be worn around the neck & visible throughout the school day. They should be removed for safe keeping as students leave the school gate at the end of the school day. | There is a charge for replacement cards and lanyards. Lost or broken cards/lanyards must be re-ordered at the main reception the following day. Replacement lanyards/cards must be paid for online using the Parentpay shop, using the uniform link on the school website. |

* All uniform items must be labelled with your child’s name.
1. **PE School Uniform - *Amended following governors meeting.***

*All items marked with an asterisk\* can be purchased from the school uniform shop.*

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| **Uniform Item** | **Description** | **Guidance Note** |
| **T shirt\*** | T shirt white with school logo | Compulsory item |
| **Shorts\*** | Black shorts | Compulsory item |
| **Socks\*** | Knee length black PE socks or short black PE socks in summer. | Compulsory item |
| **PE fleece\*** | Black and burgundy with the school logo.Mid layer top with zipped neck | Optional item |
| **Footwear** | Trainers and outdoor studded boots required. | Compulsory items. |
| **Skort** | Black skort | Optional item.A skort may be worn instead of shorts. |
| **Sports Leggings** | Black sports leggings only. | Optional item.  |
| **Tracksuit bottoms** | Black. | Optional item. |
| **Other items** | Towel and showering equipment | Recommended items. |

**Other Requirements for PE Lessons**

* PE kit must be carried to school in a PE separate to your child’s main school bag.
* All items of uniform must be clearly marked with the student’s name.
* Long hair must be tied back in PE lessons.
* Jewellery, watches, money and other valuable items must be handed in to a member of staff in a labelled bag or wallet for safe keeping at the start of each PE lesson.
1. **Other School Uniform Requirements**

**Jewellery**

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| **Earring and piercings** | If ears are pierced, only one small stud earring is permitted in each earlobe. Stud earrings must only be plain silver or gold.Facial or body piercing is not permitted. |
| **Chains** | One small chain (for religious reasons) may be worn under a student’s sweatshirt. |
| **Rings and bracelets** | One small ring only (with no raised bands) may be worn.Bracelets must not be worn to school. |
| **Watches** | Students are permitted and encouraged to wear a wristwatch. Computerised watches are not permitted to be worn in tests or examinations. |
| **Other Accessories** | Belts must be plain, black in colour, with a simple buckle. Other fashion accessories are not permitted. |

**Make-up, Hair and Presentation**

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| **Make-up & nails** | Only discrete make-up is permitted to be worn by students in school.Coloured nail polish, nail decorations or nail extensions are not permitted. |
| **Hair** | Hair coloured in unnatural tones or with two more distinct tone colours is not permitted. Sensible hairstyles are expected in school. Shaven patterns and designs or Mohican style cuts are not permitted. |
| **Presentation** | All students are expected to be well presented during the school day and in full school uniform when travelling to and from school. |

1. **Items of religious significance**

Head coverings such as turbans or hijabs (should not obscure the student’s face) are an acceptable part of school uniform. They must however, be worn in one of the following school colours: white, black, burgundy or gold.

Students who wish to wear a longer skirt for religious reasons may obtain a regulation ankle-length skirt from school uniform suppliers.

One small chain (for religious reasons) may be worn under a student’s sweatshirt.

1. **Equality & Human rights**

Elthorne Park High school’s uniform policy is supportive of requirements set out under the Human Rights Act 1998 (it is here rather than in relation to equality law that most case law has been determined to date) as well as under equality law.

We have given careful consideration to our policy to ensure that it does not discriminate because of race, religion or belief, gender, disability, gender reassignment or sexual orientation. For example, the school will meet with parents to discuss and consider individual students & flexibility in relation to uniform to ensure we meet the needs of a pupil who is undergoing gender reassignment.

Should a student have any specific disability or medical condition that prevents them from wearing our school uniform,we ask that you contact your child’s Year Leader so that we can discuss and support your child’s needs.

1. **Non-compliance with school uniform policy**

If a student arrives at school out of uniform (one or more missing uniform item) in the first instance, the student will be issued a ‘notification’ (in line with school behaviour policy) and asked to address the uniform concern for the following school day.

Any further uniform concern in that term will lead to a L1 detention being issued by your child’s tutor or subject teacher. For persistent non-compliance with school uniform policy, sanctions may be escalated in line with the whole school behaviour policy. The same procedure is applied by PE staff for student non-compliance with PE uniform.

Year Leaders will communicate or meet with parents to try to support and address the area of uniform concern. Parents may be asked to bring missing items of uniform to the school reception to support resolution of the uniform concern.

**Confiscation**

Jewellery or valuable items (including mobile phones) that should not be present or used in school will be confiscated by the Year Leader and returned after communication with parents and completion of a sanction set by the teacher in line with school behaviour policy.

1. **Financial hardship & Medical concerns**

In cases of financial hardship or for specific medical reasons, we ask that parents notify the Year Leader so that a temporary ‘out of uniform’ permission slip can be provided and a meeting scheduled to provide support to address the uniform concern. This is a temporary measure.

If a student is unable to wear an item of school uniform due to financial hardship, we ask that parents contact the school to speak to your child’s Year Leader.

The following support is available:

* A temporary ‘out of uniform slip’ for a temporary period of time - permission to be out of uniform until the item can be replaced.
* Use of spare uniform items that can be shared by the school.
* Direction to the school shop where supplies of new and second hand uniform items are available.
* Direction for support with financial assistance to replace the uniform item.
1. **Sixth Form Dress Code**

We expect sixth form students to dress appropriately for a working and professional environment.

Students must not wear:

* short skirts or shorts
* have exposed underwear
* ‘spaghetti’ or ‘tank’ tops – shoulders must be covered at all times
* bare midriffs
* hats, hoods-up or gloves when inside
* slogans on clothing which cause offence or embarrassment to others
* torn or frayed clothing

Final decision on suitability of clothing be at the discretion of EPHS staff and sixth form Year leaders. Students who do not meet the dress code expectations above will be asked to return home in order to change into more appropriate attire.

Sixth formers should consult with the Director of Sixth Form before wearing something about which they are unclear as to its suitability.

1. **Complaints about school uniform**

Complaints regarding school uniform can be made using the school’s complaints policy. A link to this policy can be accessed on the school’s website.